

ABSTRACT

THE EFFECT OF CAREER DEVELOPMENT, COMPETENCE AND COMMUNICATION TOWARD EMPLOYEE SATISFACTION AT PT SUMBER JADI KENCANA MOTOR MEDAN

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This study aims to examine and analyze the effect of communication on employee job satisfaction at PT Sumber Jadi Kencana Motor Medan. Quantitative approach, the type of research is descriptive quantitative, and the nature of this research is descriptive explanatory. The method of data collection is done by interviews, questionnaires, and documentation. Data analysis method used is multiple regression. The Population is 132 and the study sample is 99 employees. The calculation result of hypothesis testing is partially obtained $t_{count} > t_{table}$ or $3.457 > 1.985$ and significant obtained $0.001 < 0.05$, meaning that partially Career Development has a positive and significant effect on Employee Job Satisfaction at PT Sumber Jadi Kencana Motor Medan. The calculation result of hypothesis testing is partially obtained $t_{count} > t_{table}$ or $3.6957 > 1.985$ and significant obtained $0.000 < 0.05$, meaning that partially Competence has positive and significant effect on Employee Job Satisfaction at PT Sumber Jadi Kencana Motor Medan. The calculation result of hypothesis testing is partially obtained $t_{count} > t_{table}$ or $3.448 > 1.985$ and significant obtained $0.001 < 0.05$, meaning that partially communication has a positive and significant effect on Employee job Satisfaction at PT Sumber Jadi Kencana Motor Medan. The test results obtained calculated F value $(20,502) > F$ table (2.70) and a significance probability of $0,000 < 0.05$, meaning that simultaneously Career Development, Competence and Communication have a positive and significant effect on Employee Job Satisfaction at PT Jadi Kencana Motor Field.

Keywords: *Career Development, Competence, Communication, Job Satisfaction*